



Key Findings of the 2002 Navy Equal Opportunity Sexual Harassment (NEOSH) Survey

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Achieving Human Resource Solutions Through Innovative Research

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Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey

NPRST

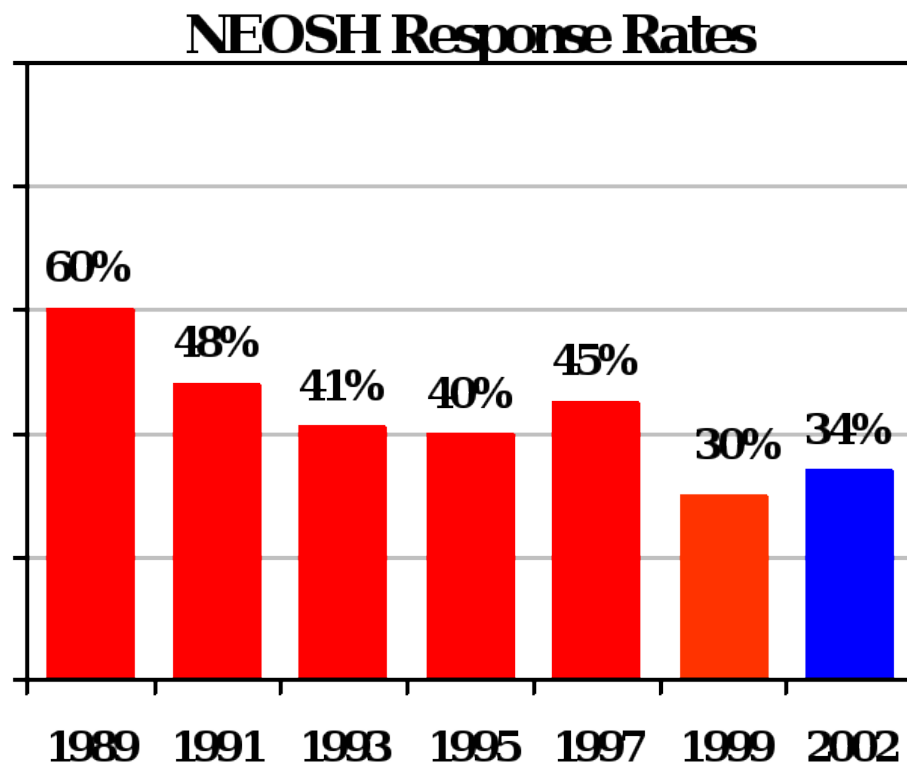
- **Biennial since 1989**
- **Measures EO/SH perceptions of Sailors**
- **Two sections**
 - › Equal Opportunity
 - › Sexual Harassment
- **Large, weighted sample**
 - › Race
 - › Gender
 - › Paygrade

Survey Administration/Response Rate *NPRST*

Eligible Sample:
12,916

Eligible Returns:
4,367

2002 Response Rate:
34%



EO Climate

NPRST

- EO climate items measure perceptions of fairness in key areas
- Modules are groups of items on an EO topic area

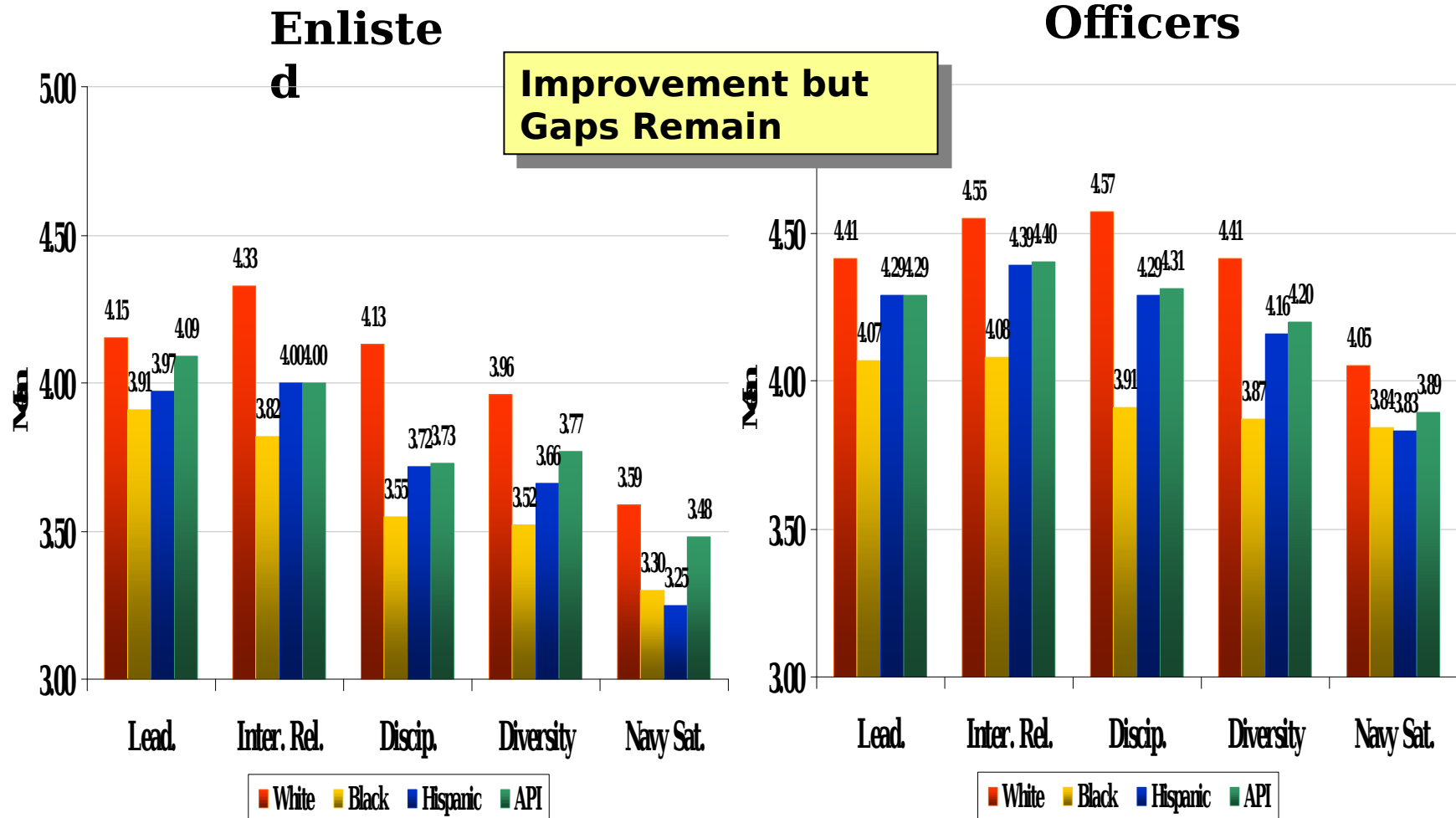
- Scores range from:

1 ----- 2 ----- 3 ----- 4 -----
Strongly Disagree Disagree Neither Agree Strongly
Disagree Agree Nor Disagree Agree Agree

- Higher scores indicate more positive perceptions

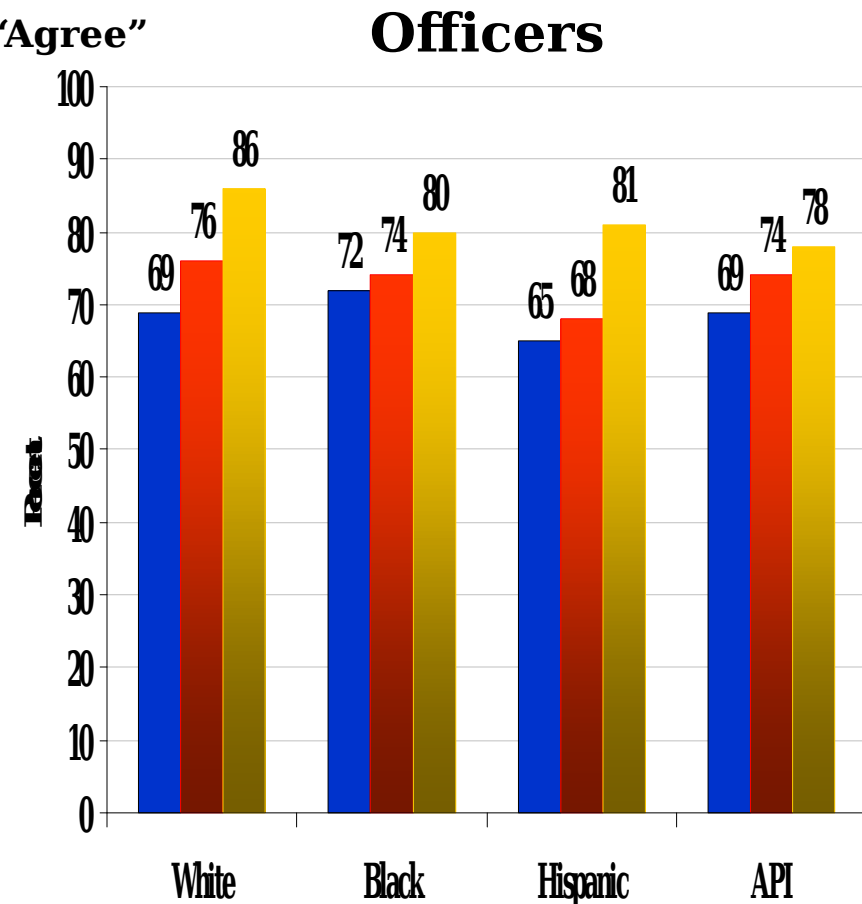
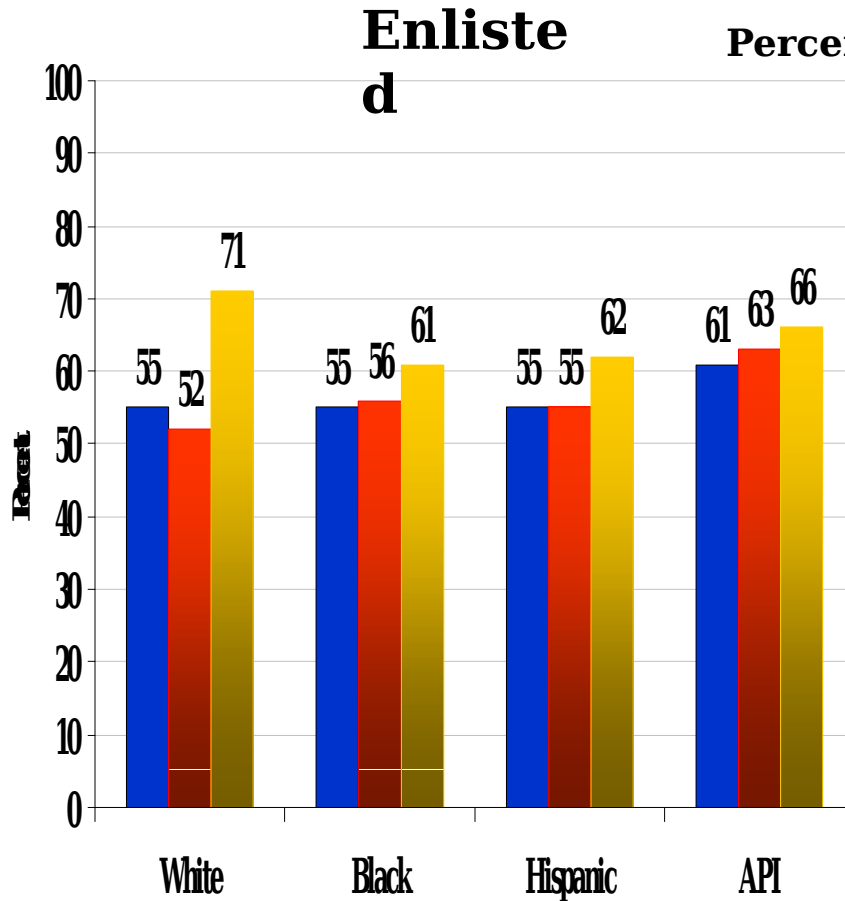
Average EO Climate Scores by Race/Ethnic Group

NPRST



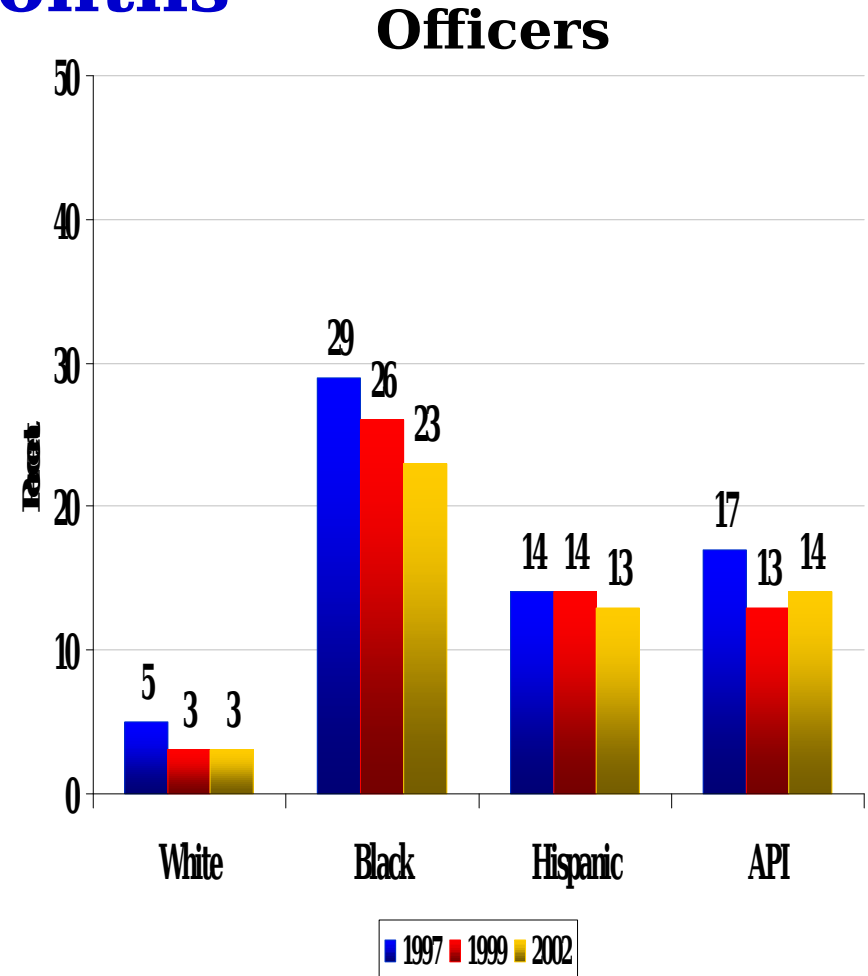
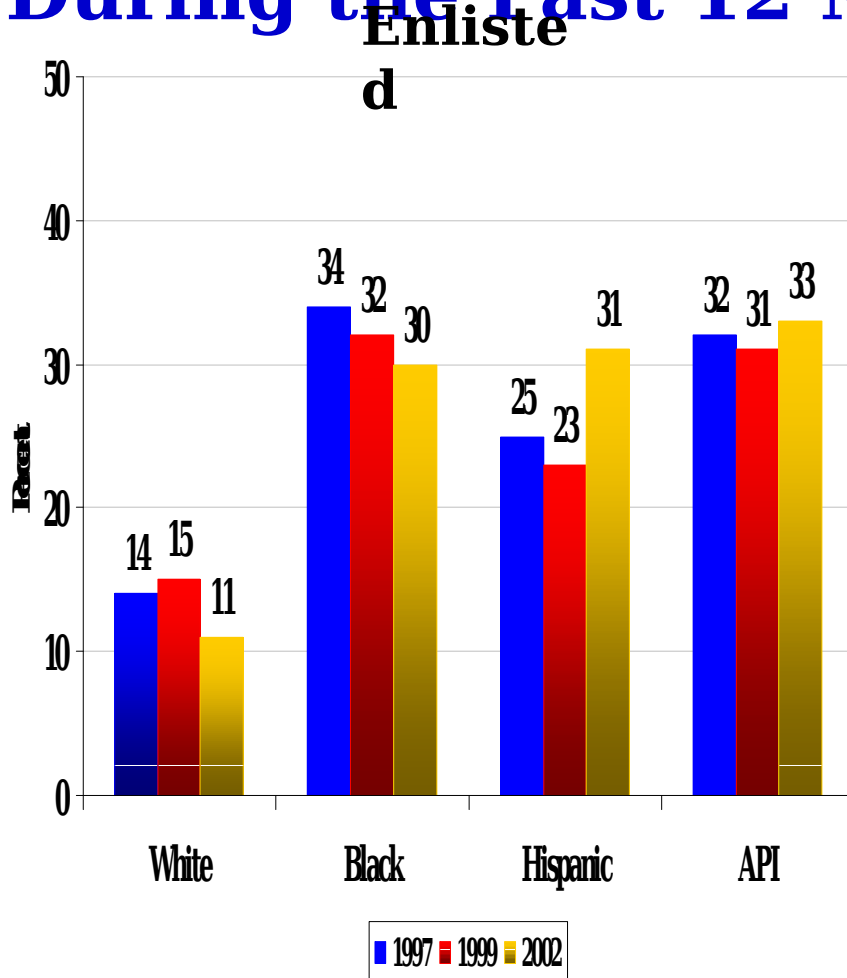
I am Satisfied with the Navy: Race/Ethnic Group

NPRST



Percentage Who Experienced Racial/Ethnic Discrimination During the Past 12 Months

NPRST



2002 NEOSH: Item 51a

Racial/Ethnic Discrimination Behaviors

NPRST

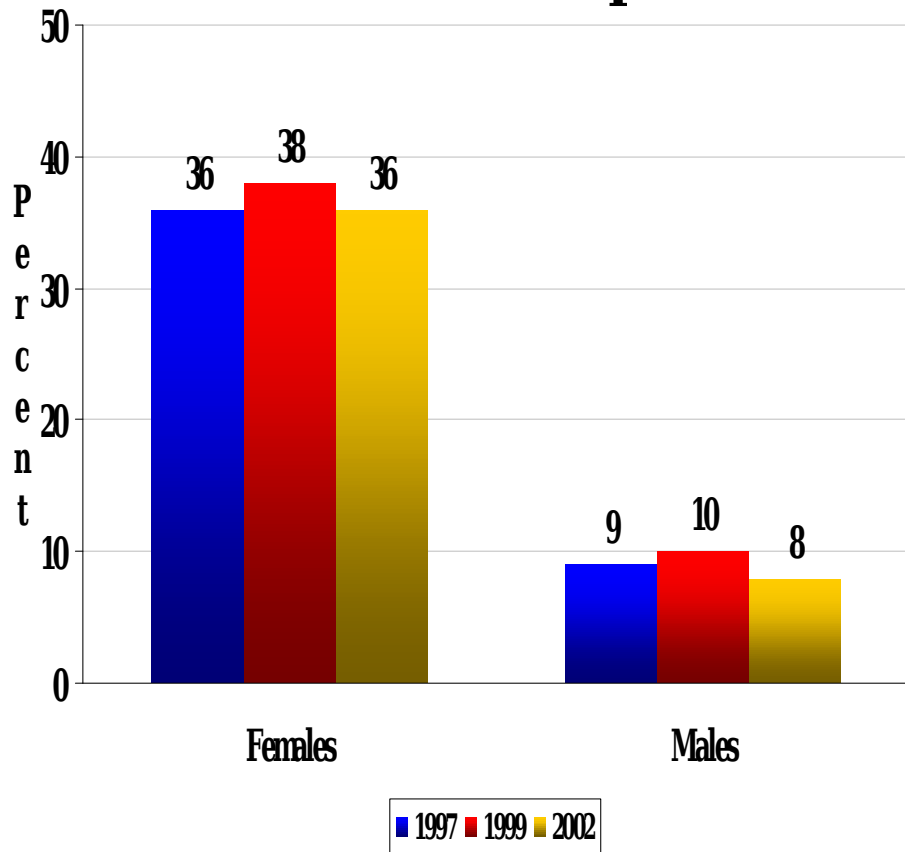
Respondents by Race Percent "Yes"

Enlisted					Officer				
White	Black	Hispanic	API	White	Black	Hispanic	API	White	Black
Negative comments	12%	31%	28%	32%	4%	15%	13%	10%	3%
Offensive jokes	10%	27%	31%	30%	3%	13%	11%	13%	2%
Ignored by others	7%	17%	16%	15%	2%	18%	8%	9%	1%
Given menial jobs	7%	15%	17%	15%	1%	11%	4%	4%	8%
Not asked to socialize	5%	6%	6%	6%	8%	1%	9%	5%	1%
Denied potential reward/benefit	5%	15%	14%	21%	2%	8%	3%	3%	5%
Physically threatened	2%	5%	3%	3%	5%	0%	1%	1%	0%
Physically assaulted	0%	2%	1%	1%	2%	0%	0%	0%	0%

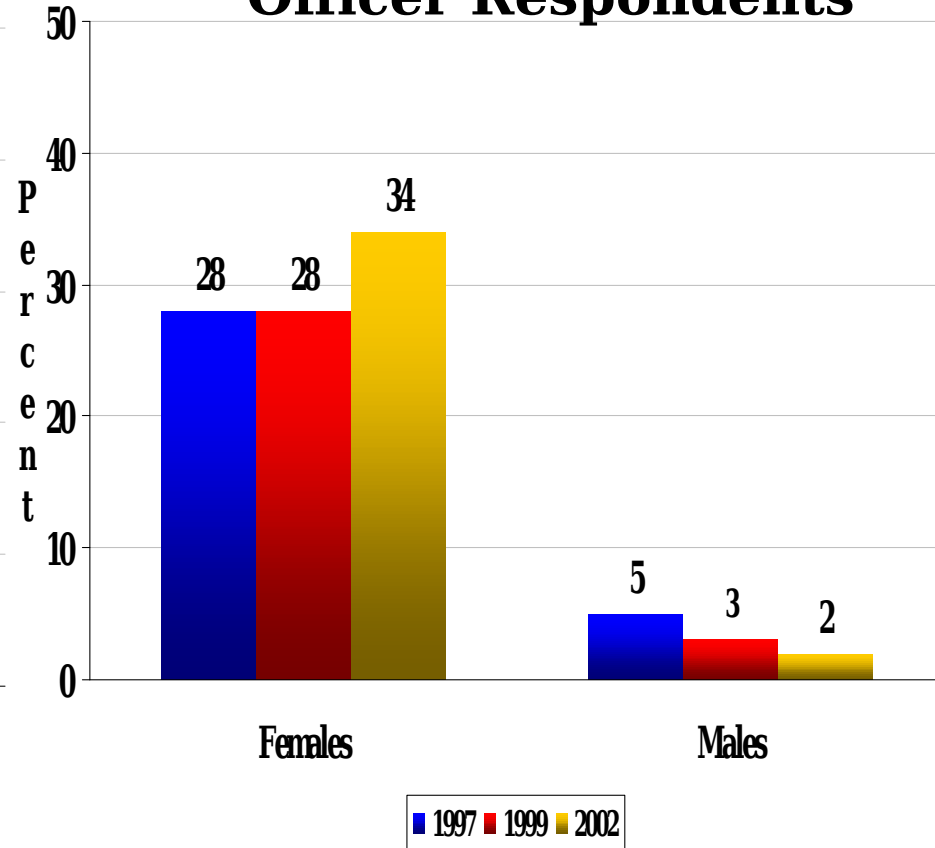
Percentage Who Experienced Gender Discrimination During the Past 12 Months

NPRST

Enlisted Respondents

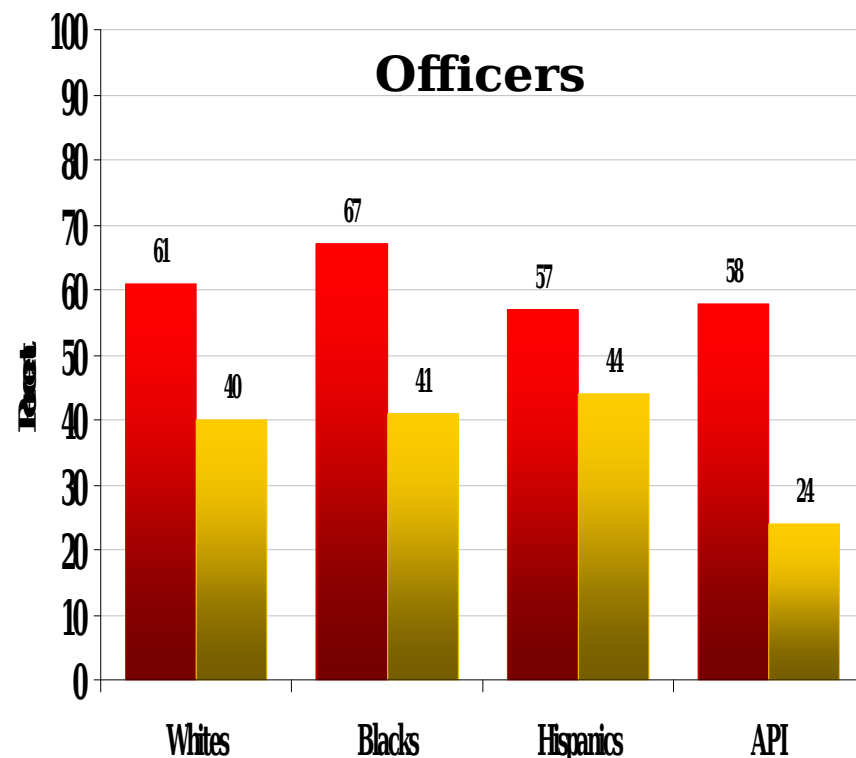
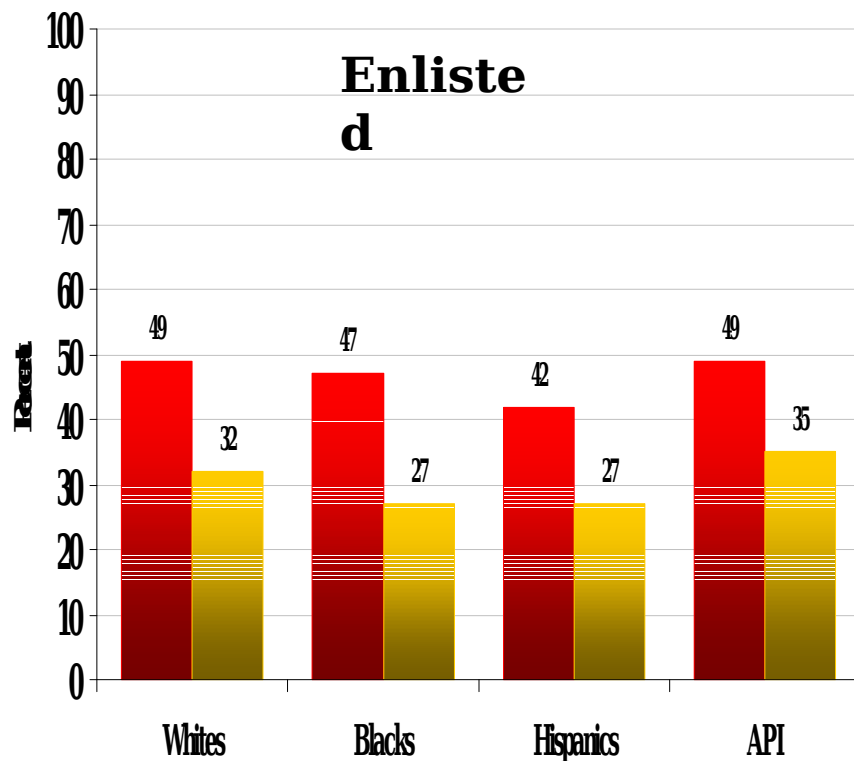


Officer Respondents



Organizational Consequences of *NPRST* Discrimination

“I Intend to Stay in the Navy for 20 Years”



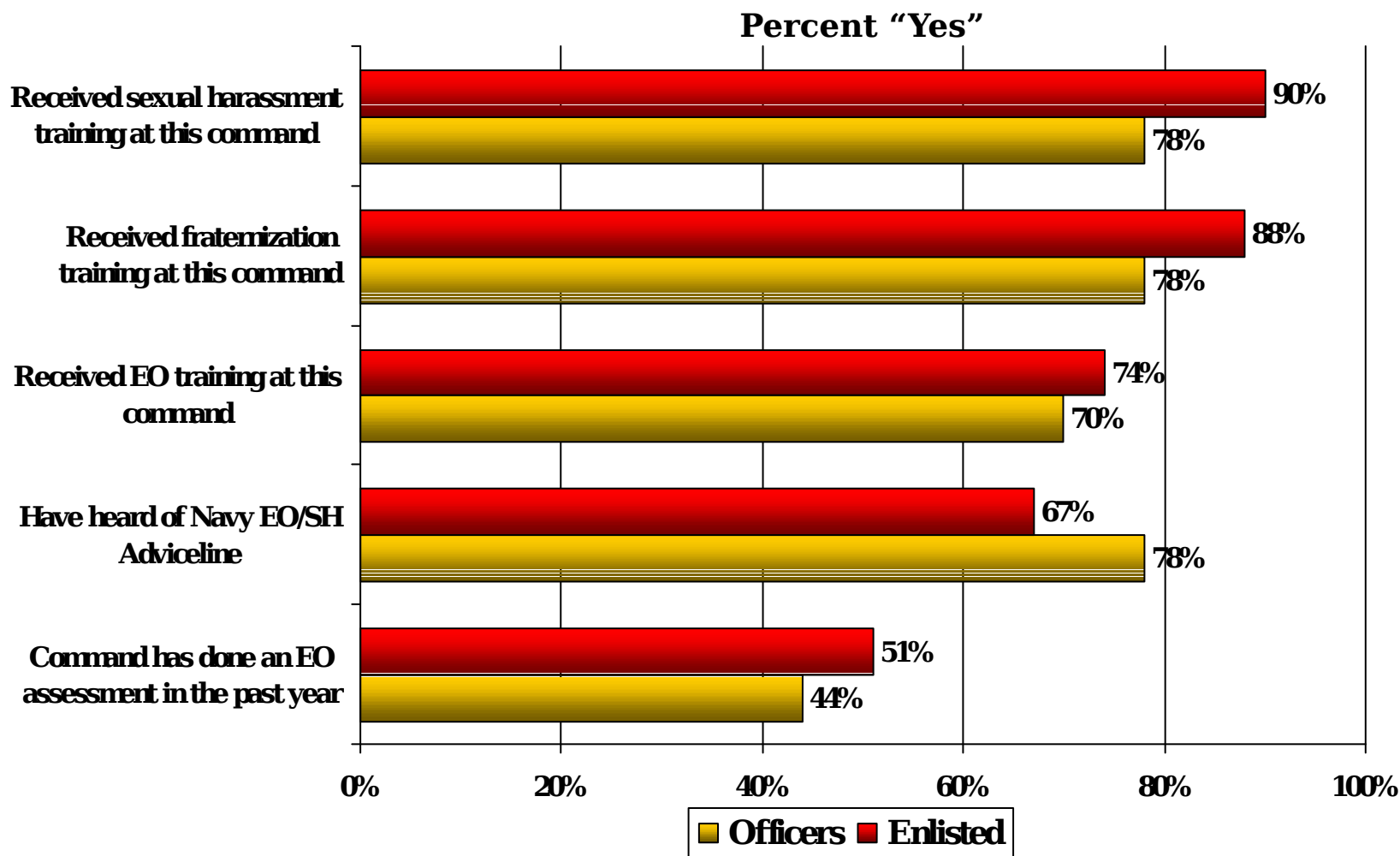
Percent “Agree”

■ No Race/Ethnic Discrimination ■ Experienced Race/Ethnic Discrimination

■ No Race/Ethnic Discrimination ■ Experienced Race/Ethnic Discrimination

Program Evaluation

NPRST

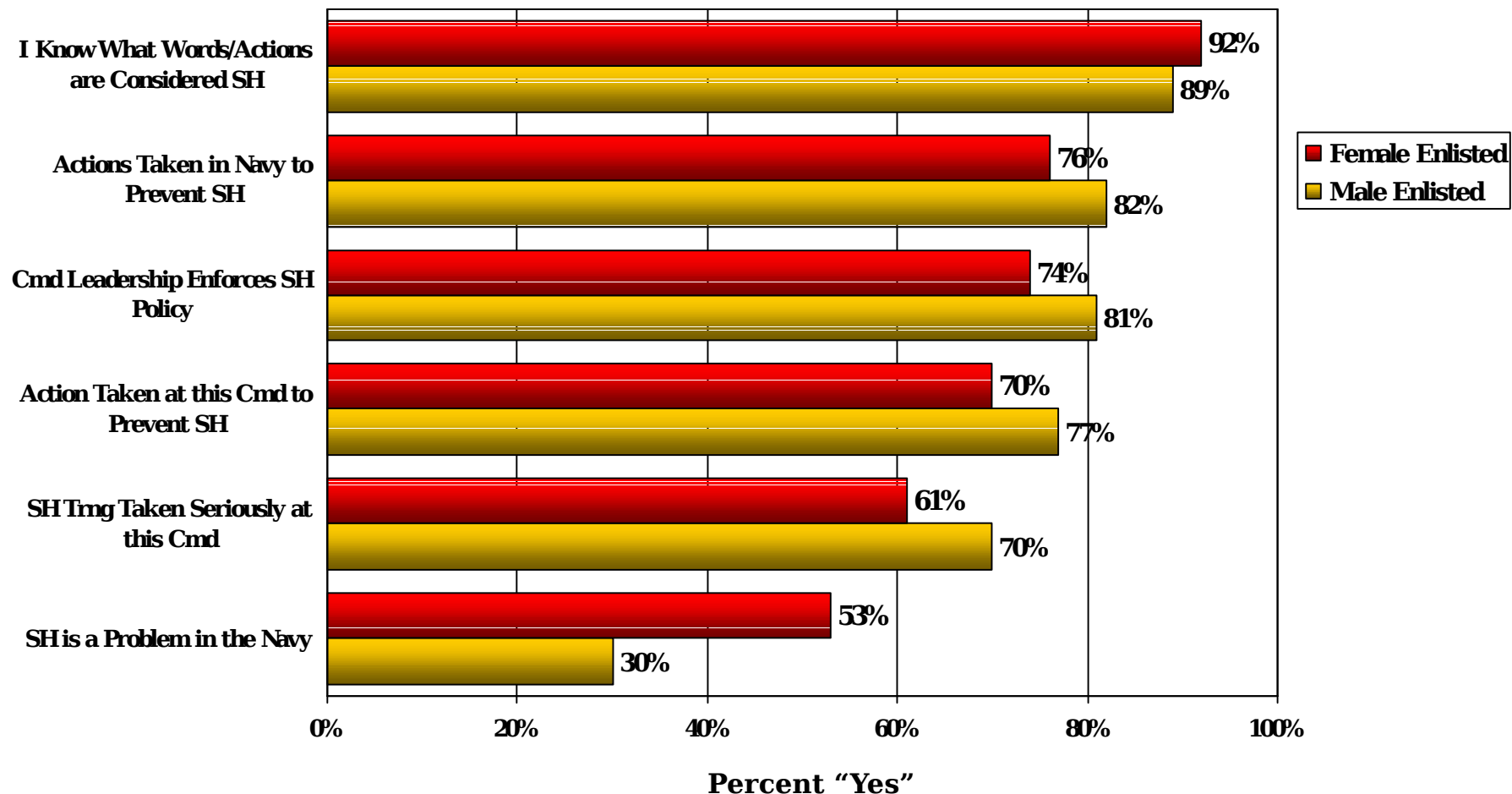


Equal Opportunity Findings

- **EO climate perceptions for all racial/gender groups improved compared to the past**
- **Satisfaction with the Navy increased for all race/ethnic groups**
- **Although EO climate perceptions have improved, gaps remain between Whites and minorities and men and women**
- **Milder forms of race/ethnic discrimination (offensive jokes and negative comments) remain the most common**
- **Officers continue to be less likely than enlisted to attend EO, Fraternization, and SH training**

Sexual Harassment Climate Enlisted Respondents

NPRST

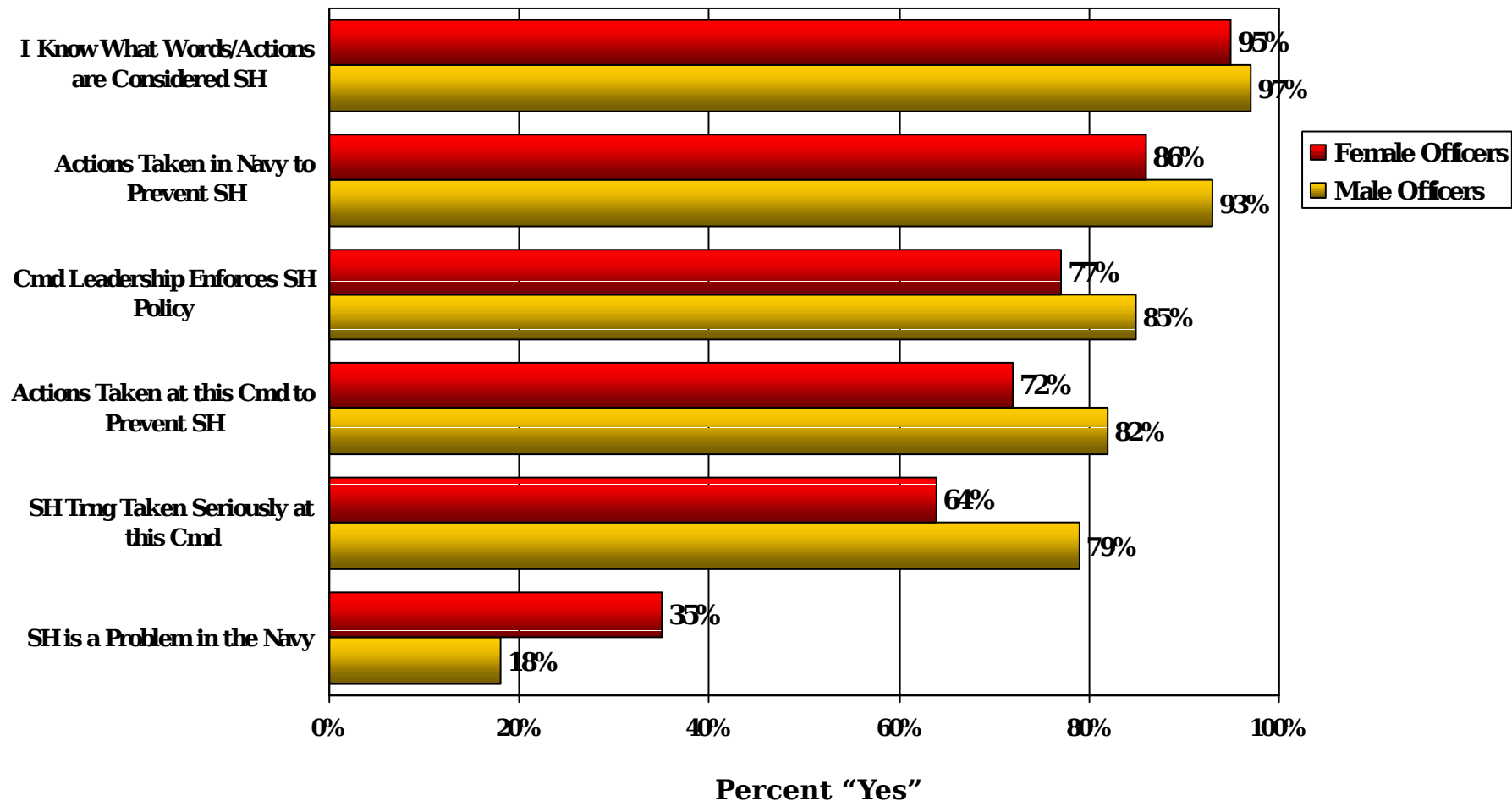


Note: 2002 NEOSH: Items 77-85

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Sexual Harassment Climate Officer Respondents

NPRST



Note: 2002 NEOSH: Items 77-85

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SH Behaviors Experienced During the Past Year - Enlisted Respondents

NPRST

	Females		Males	
	1995	2002	1995	2002
Crude/Offensive Behavior:		63% 64%		34% 30%
Offensive sexual stories/jokes				
Unwelcome attempts to discuss sexual matters				
Offensive remarks on your appearance				
Offensive gestures/use of body language				
Unwanted Sexual Attention:		43% 44%		8% 9%
Unwanted attempts to establish romantic relationship				
Continued unwanted attempts for dates				
Unwanted touching				
Unwanted attempts to stroke, fondle, kiss you				
Sexual Coercion:		13% 15% 2% 2%		
Bribes for rewards for sexual favors				
Treated badly for refusing sex				
Threats for not being sexually cooperative				
Implied faster promotion, etc. if sexually cooperative				

Note : 1995 is based on DMDC recalculated rates for the Navy.

Multiple responses allowed.
2002 NEOSH: Items 64a-r

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SH Behaviors Experienced During the Past Year - Officer Respondents

NPRST

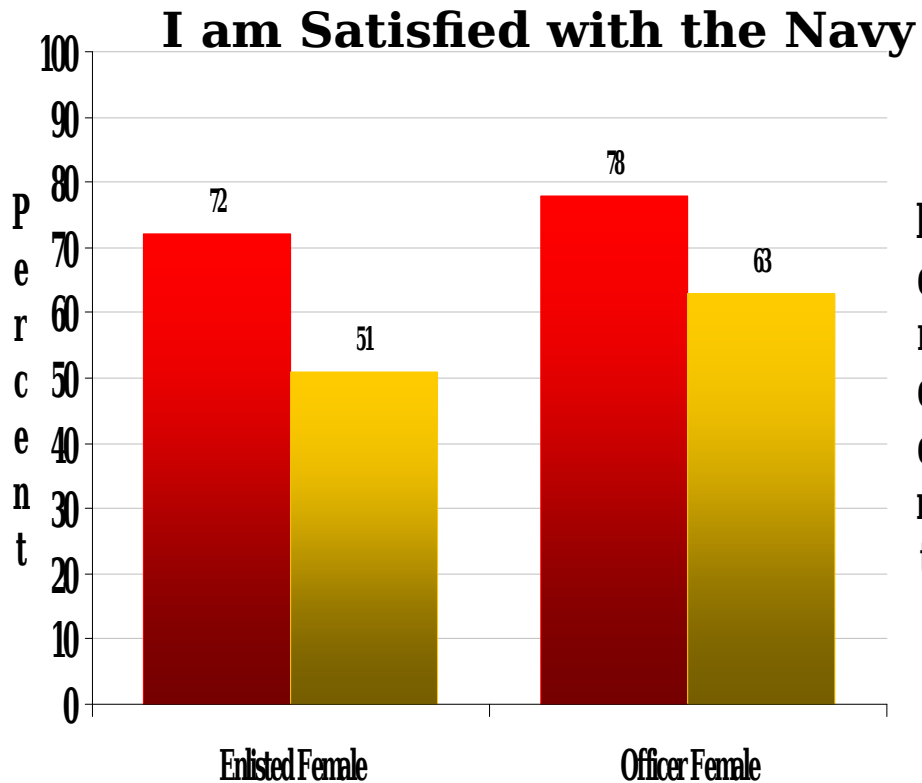
Respondents	Females				Males	
					1995	2002
	1995	2002				
Crude/Offensive Behavior:		46%	45%		24%	20%
Sexual stories/jokes						
Attempts to discuss sexual matters						
Remarks on appearance						
Gestures/use of body language						
Unwanted Sexual Attention:		22%	19%		8%	3%
Attempts to establish romantic relationship						
Continued attempts for dates						
Unwanted touching						
Attempts to stroke, fondle, kiss you						
Sexual Coercion:		2%	3%	1%	0%	
Bribes for rewards for sexual favors						
Treated badly for refusing sex						
Threats for not being sexually cooperative						
Implied faster promotion, etc. if sexually cooperative						

Note : 1995 is based on DMDC recalculated rates for the Navy.

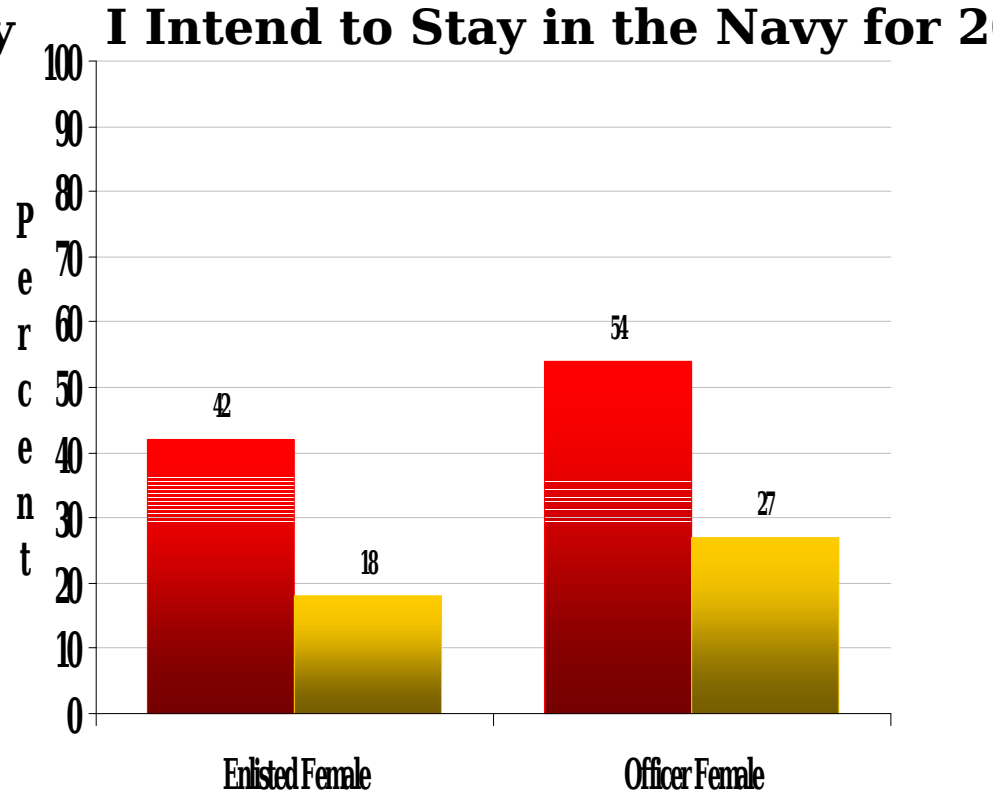
Multiple responses allowed.
2002 NEOSH: Items 64a-r

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Organizational Consequences of *NPRST* Sexual Harassment



■ Not Harassed ■ Harassed



■ Not Harassed ■ Harassed

Percent "Agree"

Sexual Harassment Findings

NPRST

- **More than 80% of all groups report that they know what is considered SH**
- **One-third of women officers and over half of enlisted women believe SH is a problem in the Navy**
- **Most frequently reported SH are the milder forms (jokes, teasing, etc.); severe forms of SH are less common**
- **SH experiences may influence decision to stay or leave the Navy**

NEOSH Survey Future

NPRST



- **Primary focus of NEOSH has been EO, discrimination, and sexual harassment**
- **Navy leadership currently developing diversity strategy**
- **Need to design, test, and implement assessment tool that can accurately capture the effectiveness of this effort**
- **NEOSH Survey reengineered to better align with Navy's emerging strategic diversity focus**

NEOSH Survey Future

NPRST

- **2004 Navy Officer Survey**

Developed to transition NEOSH from EO to Diversity focus

- › First Navy-wide Web-only administered survey

Large scale active duty officers survey that includes a number of stratification variables

- › Race/ethnicity, gender, and community

Covers a wide-range of diversity and career related issues

- › Mentoring
- › Retention
- › Valuing Diversity
- › Professional Development
- › Career Satisfaction, etc.